

# Charlie Kling

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## TECHNICAL SKILLS

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### Talent

Recruitment • Onboarding

### Operations

Payroll Coordination • Benefits Administration

### People Practices

Performance Management • Succession Planning • Employee Relations • L&D

### Compliance

Employment Law • GDPR • Workplace Investigations

## PROFILE

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Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

## WORK EXPERIENCE

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### HR Manager — Lakin Inc (2024 - 2025)

- Led recruitment for 136 roles across EMEA/US, reducing time-to-hire by 10%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### Talent Acquisition Manager — Von LLC (2014 - 2023)

- Led recruitment for 139 roles across EMEA/US, reducing time-to-hire by 17%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 6%.

### HR Business Partner — Heaney, Ryan and Welch (2018 - 2018)

- Led recruitment for 172 roles across EMEA/US, reducing time-to-hire by 19%.
- Managed complex employee relations issues and maintained compliance with local employment law.

## PROJECTS

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**comminor vesco uredo** - Visionary regional standardization

**acquiro astrum tredecim** - Devolved systemic complexity

**recusandae vicissitudo carbo** - Proactive systematic open architecture <https://potable-premium.com/>

## EDUCATION

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B.A. Business Administration, Rogahn - Tillman College (2017)

## CERTIFICATIONS

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- CIPD Level 5/7